"A STUDY OF WOMEN EMPLOYEES' CAREER PROGRESSION IN THE INFORMATION TECHNOLOGY SECTOR IN HIMACHAL PRADESH, INDIA"

SYNOPSIS OF THE THESIS

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In Partial a Fulfilment of the Requirements
For the Degree of

DOCTOR OF PHILOSOPHY

18/12/2021

SCHOOL OF MANAGEMENT
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DECLARATION

I hereby that the dissertation synopsis entitled "**A study of Women Employees' Career Progression in the Information Technology Sector in Himachal Pradesh, India**" to be submitted for the partial fulfilment of the Degree of Doctor of Philosophy is my original work and the dissertation has not formed the basis for the award of any degree, diploma, associate ship or fellowship of similar other titles, It has not been submitted to any other University or Institution for the award of any degree or diploma.

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Curiginal

Document Information

Analyzed document	divyarai (1).docx (D121424615)
Submitted	2021-12-07T11:56:00.0000000
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W	URL: https://theprint.in/india/education/more-indian-women-enrolled-for-higher-education-in-2019-20-report-shows/675413/ Fetched: 2021-07-02T11:06:54.2870000	2
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"A study of Women Employees' Career Progression in the Information Technology Sector in Himachal Pradesh, India"

1.Introduction:

Women have become more career-conscious in the modern era of globalisation. They want to pursue professions that were previously only available to men. Women's participation in the workforce in India has already risen. The number of women working in the information technology industry is astounding. Because this industry offers a rich job with international exposure, it is a good choice. Previously, the family, society, and the corporate world did not fully appreciate women's inherent ability to perform professionally.

Human resources are critical to the nation's social, economic, and political well-being. For the country's economic efficient growth, it also engages all elements of society. Around half of the population is made up of women.As a result, their absence from the development process has an influence on every country. The **All India Women's Conference(AIWC)** is a Delhi-based non-governmental organisation. Margaret Cousins created it in 1927 to promote educational initiatives for women and children, but it has since broadened its scope to include other women's rights problems.The organisation is one of the oldest women's groups in India and has branches throughout the country.They also assist women in finding work, are involved in health issues, and work to prevent women from being trafficked.At the **World Conference on Human Rights** in 1993, 171 countries and 800 NGO'S endorsed the idea.In terms of equality of opportunity, both men and women have the entitlement to wage equality.In comparison to men, women's labour force participation is different. In all countries, males are expected to work for a living for the rest of their lives, whereas women have the choice of joining the workforce. A number of variables influence women's engagement in the labour force. Women's career status is a direct reflection of their standing at work. As a result, women's career advancement might be understood in the context of the factors that influence labour force participation.

Women's involvement in the labour force is influenced by a variety of variables.In comparison to males, women's participation in the labour force differs. Men are required to work for a living in all civilizations, whereas women can choose to work. A range of variables influence women's engagement in the labour market. Women's job status is

directly reflected in their career status. As a result, the advancement of women's careers might be addressed in light of the factors that influence labour force participation. Women's involvement in the labour force is influenced by a number of variables. It is important to note that both demand and supply variables of labour influence women's labour force participation.Women's economic roles and duties are also influenced by cultural traditions, which are major elements in driving the demand for female labour. The demand for female labour is also influenced by changes in the nature of goods and services produced. The expansion of the economy has resulted in increased job options in areas where historically women have worked. On the supply side, life cycle patterns such as marriage and fertility have an influence on female labour participation. Fertility causes a time of unemployment in the workforce.Female employment is also influenced by education.

Employment and education have a beneficial relationship. Women are more likely to begin working if they have had an education. For economic and psychological reasons, education enhances women's willingness to work. Aside from independence, there is a clear link between education and incomes. Women with a high degree of education find it easier to get work and have greater career prospects.Employment discrimination between men and women has an influence on women's involvement. As a result of this discrimination, women's labour participation patterns diverge, resulting in occupational segregation and salary disparities. This has an influence on both the supply and demand of female labour.

1.1 India, the Status of Female education

Time of partition, learning was confined to only elementary school, and only the wealthier members of society had access to it. As a result, learning was only available to a tiny segment of society, and women's literacy rates only grew from 0.2 percent in 1882 to 6 percent in 1947. (Rani, 2016).Higher education for females has been ignored for decades, which is regrettable. There were 19 institutions and 496 colleges with 2, 40,000 students in 1947. (Thakur and Patel, 2010).The Higher Education Board of 1948-49 (also known as the Radhakrishnan Commission) underlined the need for an apex organisation to manage the advancement of tertiary education as well as the conservation of educational standards. As a result, the University Grants Commission (UGC) was established in 1956 by an Act of Parliament. Over time, female rights in elementary, upgrading existing, high and upper high school level has increased significantly .From 91 lakhs in 2000-2001 to 628 lakhs in

2013-2014, the number of females enrolling in elementary school surged dramatically. In addition, there has been a huge growth in upper primary schooling, from 26 lakhs in 2000-20001 to 320 lakhs in 2013-2014.The number of girls enrolling in Upper High education has increased rapidly in comparison to boys, from 32 lakhs in 2000-2001 to 104 lakhs in 2013-2014. Similarly, the key aims of the new National Education Policy. Modi government wants to touch a 50% Gross Enrollment Ratio **(GER)** by 2035.The GER for women in 2019-20 is 27.3 per cent as compared to 26.9 per cent for men. This means that more eligible women as compared to men are attending college and university in India. Nearly 49 per cent of the total enrolment in 2019-20 consists of female students.The higher education stood at 3.85 crore in 2019-20 as compared to 3.74 crore in 2018-19, registering a growth of 11.36 lakh (3.04 per cent).As per the research that between 2015-16 and 2019-20, there has been a 11.4 per cent growth in the student enrolment. “The rise in female enrolment in higher education during the period is 18.2 per cent.

1.2 India's Information Technology Economy

IT Services and Business Process Outsourcing are the two main components of India's information technology business (BPO). From 1.2 percent of India's GDP in 1998 to 9.5 percent in 2015, this sector has grown its economic contribution.It provides employment over 3.5 million people, with more than 1.2 million of them being women (Robust Growth for Indian IT-BPM Industry, 2015), making it one of India's largest job producers and a cornerstone of the economic development. Over the period 2010-15, India's IT-BPM industry increased at a compound annual growth rate (CAGR) of 15%, which is 3-4 times greater than worldwide ITBPM spend, and is expected to grow at a CAGR of 9.5 percent to US$ 300 billion by 2020 (IT and ITE'S Industry in India, 2016).In 2020, the IT industry will contribute for 8% of India's GDP. The revenue of the IT and Business process management (BPM) business is expected to reach US$194 billion in FY 2021, up 2.3 percent year on year. In FY 2021, the IT industry is expected to generate US$45 billion in domestic sales and US$150 billion in export income. As of March 2021, the IT–BPM sector employs 4.5 million workers. Employee attrition is greatest in the Indian IT–BPM business. The Indian IT sector is notorious for abusing cheap labour as a worldwide outsourcing powerhouse. Many people are afraid that, as the IT–BPM industry advances, artificial intelligence (AI) will cause major automation and job loss in the future years.

1.2.1 Initiation of the Government of India in the local IT and ITES industry

The following are some of the major steps implemented by the Indian government should develop the Information Technology(IT)andInformation Technology Enabled Services(ITES) companies in Particular:

1. All India and the United States have pledged to collaborate in order to meet the Rs 1.13 trillion objective set by the Transformation Plan.
2. All India and Japan held a Joint Working Group Conference in 2014 to discuss a unified information and communications partnership architecture.
3. The Government of India has accelerated the process of establishing National Academy of Telecommunications and Technical Services (NIELIT) facilities in Northeast India.
4. Karnataka's government is planning to publish new systems integration (IT) strategy to encourage participation in the state's Tier-II and Tier-III cities. By 2020, the proposal would enable the industry to directly employ nearly two million residents.

1.3 Female Employment Trends and Patterns around the State Himachal Pradesh.

1.3.1 Participation Rate in the Workforce

A multitude of variables influence women's engagement in the workforce, and their trends and patterns of employment differ from nation to country. Himachal Pradesh is the country with the highest female to male labour force participation rate (Table 1.1). Sikkim and Jharkhand are ranked second and third, respectively, with female to male labour force participation rates of 29.10 and 23.38. On the other side, state like Jammu and Kashmir, Haryana, West Bengal, Sikkim and Delhi have the lowest female to male involvement percentage, at 0.23 percent.

Table 1.1: Labour Force Participation Rate

Country	**Male**	**Female**	**Total**
Himachal Pradesh	58.69	44.82	51.85
Sikkim	60.16	39.57	50.47
Jharkhand	49.76	49.76	39.71
Gujarat	57.16	23.38	40.98
Jammu and Kashmir	48.11	19.11	34.47
West Bengal	57.07	18.08	38.08
Haryana	50.44	17.79	35.17
Delhi	52.99	10.58	33.28

Source: Workforce Participation Rate (2011)http://mospi.nic.in/sites/default/files/reports_and_publication/statistical_publication/social_statistics/WM17Chapter4.pdf

However, in India, the female to male labour force participation percentage is 39.79, whereas in the Himachal Pradesh, it is 51.85 percent (World Economic Forum)

1.3.2 Workplace Participation of Women

In the employment market, there is a significant discrepancy in the rates of male and female involvement. We define work involvement as the quantity of time spent in the labour market in hours. They must look after their children while also making meals and doing other household duties, production and employment confines women to their homes, leaving them with less training protocols, leisure, identity, and social and political activity.Women in poor nations contribute less to the GDP because they spend more time doing domestic duties.

1.3.3 Women's Professional Patterns by Age

In general, the gender difference in enrolment rates is less among younger females aged 15 to 24 years. When women approach their peak fertility, the gender gap widens even quicker. Gender disparities throughout fertile years are narrowing in affluent nations. However, in emerging nations, particularly in South Asia, the gender disparity in workforce participation is widening, from 60% in 1990 to 61 percent in 2001, with the difference widening even more in the 25 to 34 year old age group (UN Women, 2015).Given the tight social cultural conventions concerning their function within the family, such as women are homemakers and men are breadwinners, women get married or have kids at this age and therefore have no support system. They are forced to work portion or unskilled gainful employment.

1.4. Women are employed in Casual Settings

63 percent worldwidelabours in family businesses or fields where they do not get direct monetary compensation for their efforts. Working males and females in East and South-East Asia (excluding China) work in informal self-employment, such as agriculture business. Livestock is also a source of income in South Asia. So, especially in South Asia, women are involved in agricultural duties such as ploughing, farming techniques, insecticide applications, harvesting, post-harvesting, and so on.In informal activities, males

are more likely to participate in protected and remunerative jobs, whereas women are more likely to participate in low-paying jobs.In South Asia, 50% of females work in casual agro wage workers, whereas just 32% of males do (UN Women, 2014). When it comes to informal self-employed employees, women are once again involved in low-paying activities. Males, for particular, participate in hobbies such as collecting high-paying scrap metal, whereas women gather plastic, which has a lower value than scrap. Furthermore, this type of discrimination results in significant salary disparities between males and females.

2 LITERATURE REVIEW

Articles and journals in various newspapers and periodicals on various areas of women's empowerment and job advancement are limited in nature and do not provide a full picture. Here's a quick rundown of some of the pertinent literature:

E.J. Lumley, M. Coetzee, R. Tladinyane & N. Ferreira(2011)the study contributes to the retention literature by throwing fresh light on the relationship between work satisfaction and organisational commitment among IT employees. In practise, the new knowledge acquired by monitoring the link between certain work satisfaction elements and the participants' effective and normative commitment may be valuable in the recruitment, selection, placement, development, and reward and pay of skilled IT personnel.The findings imply that managers should assess existing pay policies in order to give equitable compensation, provide hard and important job duties, and promote pleasant co-worker connections in order to establish a working environment that motivates individuals to stay with their respective organisations.

Al Marzouqi, A. H., & Forster, N. (2011) the study identifies the problems and limitations they've faced in this industry, as well as why Emirate women are still under-represented in CSIT. While these appear to be very similar to those documented in other (Western) countries, many young Emirate women choose not to pursue CSIT careers, partly because their families may still discourage them from doing so, and partly because they do not consider it to be a particularly attractive career option at this time. Furthermore, due to the UAE's dominant (male) cultural mores, national women working in IT have experienced unique obstacles and impediments in the workplace, and some have had their career mobility restricted by their families.

Viswanath Venkatesh, James Y. L. Thong and Xin Xu(2012) The study found that the impacts of effort expectancy, price value, and habit on consumers' usage of technology are complicated. First, age, gender, and experience all influence the impact of behavioural incentive on behavioural intention. Second, age and gender limit the influence of price value on behavioural intention.The importance of effort expectancy, price value, and habit in influencing technology use was proven in this study.

Geigner and Crow (2014) the gap in work performance between female managers in the IT industry and those operating as teachers and administrators was

investigated. With the aid of the survey approach, data was obtained from both IT professionals and school instructors. Female elementary school teachers were happier with their jobs than female IT workers, according to the findings of the survey.Females placed a high value on job satisfaction while entering any career, according to the research. The findings of the study have ramifications for both the workforce and higher education institutions. Women must understand what their career entails and what their responsibilities are. Institutes can provide information to the general public to encourage young women to pursue careers in computers.

Padma, V., Anand, N. N., Gurukul, S. S., Javid, S. S. M., Prasad, A., & Arun, S. (2015). The study discovered that the everyday effect of technology on our lives is unabated. As computer capabilities and inventions improve, this effect will continue to rise at an increasing rate in the future years. As technology progresses, so does the stress that comes with it, which is referred to as "technology stress." It's going to be around for a long time. This increases the strain on people to adapt to new developments and keep up with their field's expertise. Annual stress scoring is required, and a score of 300 or above necessitates a stress management programme such as yoga, meditation, and other de-stressing activities such as aerobics, dancing, and others, which would prevent or minimise the risk of disease in IT workers, resulting in a healthier community.

Meenal (2016) the study of the job satisfaction of the women employees on IT industry, the collection of data was from both primary and secondary data. The primary data was collected with the help of pre testing questionnaires. The data was collected with the help of Likert Scale *i.e* Strongly Disagree (SD), Disagree (D), Neutral (N), Agree (A) and Strongly Agree (SA).**Primary data:**Firstly questionnaires to the woman those who worked as an middle and upper level employees on the IT industry, about the factor motivating them to join IT sectors, barriers faced by women, impact of barriers.Secondly questionnaires to the HR Manager of the organisation to examined the HR practices for the barriers faced by the employees. On the other hand secondary data was collected with the help of many different reports, reports on world's women; journals *etc* and newspaper like Economic Times, Financial Express, The Hindu and Business Standard were also referred.

Kundu, S. C., & Mor, A. (2017). The study gives significant insight into the current diversity environment in the Indian IT sector. The findings show that workers,

regardless of gender or classification, are generally aware of the impact of diversity on businesses and the necessity for diversity efforts, and so value and believe in diversity and diversity management. However, the data suggest that employee views of organisational support for diversity through fair employment practises such as hiring and keeping diverse individuals, as well as gender diversity promotion, differ depending on their categories and gender. There appears to be a widespread acceptance and respect for diversity and diversity management that mitigates not all, but the majority of discrepancies in supporting organisational initiatives. Nonetheless, gender and category inequalities can be seen in several elements of perceived diversity difficulties.

DePasquale, N., Polenick, C. A., Davis, K. D., Moen, P., Hammer, L. B., & Almeida, D. M. (2017). The findings reveal that IT professionals in child, elder, and sandwiched care giving jobs perceive the work–family interaction differently than their non-care giving counterparts, and that sandwiched carers' exposure to secondary stress differs by gender. Given the expanding number of working carers, the psychological consequences of juggling work and diverse caring duties will certainly become a larger issue for the IT sector as it looks to retain or acquire new personnel, particularly women, who are more likely to be in care giving positions. Future study that takes into consideration the various care giving tasks played by employees in various businesses and organisations is needed.

Jiménez, A., & Zheng, Y. (2018). The study provides us with some fascinating insights from hub members, but there are a few things to consider. A member's purpose for joining the hub is not just for financial gain, but also to be a part of a community of like-minded individuals and to follow an entrepreneurial route that the hub can help them with. This "freedom" of choice to live a life they value is intertwined with other forms of liberty they enjoy. This isn't to say that expansion and development aren't important. The latter is critical as a method of living a worthwhile existence. Instead, we argue that innovation contributes to development in terms of both process and outcome, and that this contribution should be measured in ways other than money. As a result, philanthropists, international organisations, and governments should promote and support tech hubs as beneficial institutions for women development.

Gope, S., Elia, G., & Passiante, G. (2018). The study findings revealed the presence of Human Resource Management Practice (HRMP), which aims to promote individual learning, motivation, and retention of workers for knowledge acquisition and information sharing, in order to improve organisational performance from a strategic viewpoint.HRMP on(KMC) Kolkata Municipal Corporation has not been widely studied in the Indian IT industry; however, the study may pave the way for more research into the relationships that exist between human resources management (HRM), knowledge management (KM), and organisational performance in India and, more broadly, in developing economies.

Annabi, H., & Lebovitz, S. (2018). This study of gender diversity interventions was carried out in order to provide a theoretical framework for evaluating the success of IT workplace interventions in a holistic manner. Our research took place in nine organisations with official and informal interventions, and it revealed the types of barriers that women face as well as the different types of interventions that are used to overcome them. Our findings revealed the interconnectedness of intervention characteristics, the diversity of barriers women face and the unique approaches they take to overcome them, the interaction between intervention characteristics and barriers women face, and the importance of flexibility in designing effective interventions. Our data raised more issues regarding the efficacy of treatments for tackling the challenges that IT women face.

Lei, L., Desai, S., & Vanneman, R. (2019). The nature of the study connects between employees and an employer is evolving. Crowd sourcing is a new phenomenon that demonstrates how the relationship between employees and businesses is evolving. Although there has been a lot of study on worker motivation in the standard firm-worker relationship, there has been very little research on motivation in crowd sourcing engagements. The revealed causal mapping approach is used in this study to perform an exploratory examination of the motivations and career outcomes of technology employees in the United States who use compensation-based technology crowd sourcing platforms like oDesk or Rent-a-coder. The findings show how, in the face of changing dynamics in the information technology (IT) employment market, the career anchors of IT employees engaged in crowd sourcing are developing.

Prasad, D. K., Mangipudi, D. M. R., Vaidya, D. R., & Muralidhar, B. (2020). The study recommends that a comparable study be conducted in other industries, particularly the health and financial sectors. A research on the effects of occupational stress during the pandemic phase would be extremely valuable to organisations in terms of modifying tactics and determining future course of action. Another major component is the agriculture sector, particularly the seed business, which is the country's backbone. Employee behavioural changes must be investigated using the appropriate survey instrument.

Chakraborty, S., & Chatterjee, L. (2020). The study reveals that the Indian setting is defined by inadequate anti-discrimination laws and uneven enforcement of women's civil rights at work. In the absence of rules and regulations, the objective of this article is to uncover the rationales for the implementation of gender diversity management policies and practises in India.

2.2Research Gap

The literature revel the most of these studies discussion various issues like; how to increases the women education in the Information Technology sector,Economic influence of cultural variables on female's job choices in IT,why do parents encourage their daughters in their career search,influence of maternity on career, how organisations handle stress among married and unmarried women, sorts of challenges experienced by women in male-dominated industries, student perceptions of predicted occupational discrimination against women. Most of context was held on the foreign countries and large cities for the betterment and facilities provided or given to the women's, with the help of small samples and with less amount of variables which was analyzed with the different forms and different relationships. Therefore, the present studies title "***A study of Women Employees' Career Progression in the Information Technology Sector in Himachal Pradesh, India*** "will be an improvement over the earlier studies.

3 NEED OF THE STUDY

Numerous changes are occurring in the workplace and in family structures in the current context. Workplaces, society, family, and individual backgrounds all provide difficulties and possibilities for women in the workplace as well as in homes. But, women are facing many problems for achieving higher positions on the IT industry's or sectors. Women should be supported for the career on the engineering field. Every girl child or women should be given independent for choosing their career. They should be supported in each and every field they want.

4. SCOPE OF THE STUDY

Women are the ones who encounter issues in a variety of sectors in numerous states. Women must think and act outside of the IT field in order to progress and flourish. They should strive to improve their intellect levels. The current study will seek to identify recent variables of involvement among female employees, including barriers to employment and job satisfaction.Furthermore, the notion is being examined more in the IT industry, where authorities are working on employee engagement as well as women's career advancement. However, the education sector is falling behind in terms of employee engagement. They are still dealing with indifference and absenteeism among female employees. These issues must be addressed as soon as possible. This concept prompts an inquiry into the topic of women's involvement and advancement in the IT field. Studies on the issue have previously been conducted in European nations, but India has received less attention.

As a result, the purpose of this research is to look into the dynamics of involvement among women working in the IT sector in the Indian state of Himachal Pradesh.

Statement of the problem

"A study of Women Employees' Career Progression in the Information Technology Sector in Himachal Pradesh, India"

5 OBJECTIVE OF THE STUDY

The study's major goal is to look at how women in the IT industry grow in their careers. The following are the proposer study objectives within this wider framework in different district of Himachal Pradesh:

1. To identify at the gender challenges that women face when it comes to starting a career on IT sector.
2. To know the social demographic factor that influence the women on IT sector.
3. To examine theimpact of women working on IT Industry
4. To identify out what motivational factor that influences the women towards working in IT sectors.
5. To make recommendations for boosting the career advancement of women in the IT industry.

5.1 Hypothesis of the study

The following hypotheses were purpose to validate the study's findings based on the above objectives:

$H_0$1: There is no significant different in the attitudes of women employees on the variables that lead to start their career in the IT industry based on their age, income, marital status, or experience

$H_0$2: There is no substantial variation in experienced by women in their careers in the IT industry based on their age, income, marital status, or experience.

$H_0$3: There is no substantial variation in motivating women in their careers in the IT industry based on their age, income, marital status, or experience.

6. RESEARCH METHODOLOGY

6.1Research Design:

The descriptive research design will be used in this study. The descriptive research is used to get a broad picture of the topic under study. It entails observing the research subject in his or her natural environment, free of any influence or control**.**

6.2 Data collection

Both primary and secondary data from relevant sources will be acquired to get in-depth understanding about Women Employees' Career Progression in the Information Technology Sector, and its variables, and consequences.

I. Primary Data will be collected with the help of questionnaire methods.
II. Information will be collected from books, journals, case studies, IT websites, educational publications, newspapers, and research studies conducted in this field, as well as from internet websites that will provide current trends and information in the subject topic under consideration.

6.3 Study Population

The research will look at professors from various schools, colleges, and institutions, as well as employees from the private and public IT sectors in Himachal Pradesh. The state is divided into 12 districts; however statistics will be gathered from just 3 of them.

6.4 Sample Techniques and Sample Size

Respondents will be drawn from different School, college, institution and Govt and Private IT Sectors located in Solan, Shimla, Kangra districts.These districts were chosen because they contain the highest number of women employed in schools, colleges, and institutions, as well as government and private IT sectors. To ensure a more accurate representation, the sample will be drawn using the quota sampling approach. Women working in the IT sector will make up the majority of the respondents for this survey. A total of 400-500 people working in IT departments or industries will be included in the sample.

6.5 The Research Instrument

Data will be collected utilising a structured questionnaire comprising statements relating to the study's goals in order to gauge employee engagement and satisfaction.

6.6 Statistical Analysis

Structured questioners will be drafted and then analysed with the SPSS.Cronbach’s alpha will be used for reliability measurement.

Various test such as; (1) Factor Analysis, (2)Chi-square,(3) ANOVA, (4)Correlation regression, will be used to derive the authentic conclusion,

7 PROPOSED CHAPTER SCHEME

The study will be organised into the following chapters:

Chapter1. Introduction

1.1 India the status of female education.

1.2 Indian's Information Technology Economy.

1.3 Female employment trends and pattern around the state Himachal Pradesh.

1.4 Women are employed in causal setting.

Chapter2. Literature Review

2.1Review

2.2 Research Gap

Chapter3. Research Design

3.1 Need and Scope of the Study

3.2 Objective of the study

3.3 Hypothesis of the study

3.4 Study Population

3.5 Sampling Techniques and Sample Size

3.6 The Research Instrument

3.7 Data Collection

3.8 Statistical Analysis

Chapter4. Data Analysis and Interpretation

Chapter5. Summary, Finding and Conclusion

Reference

Annexure

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